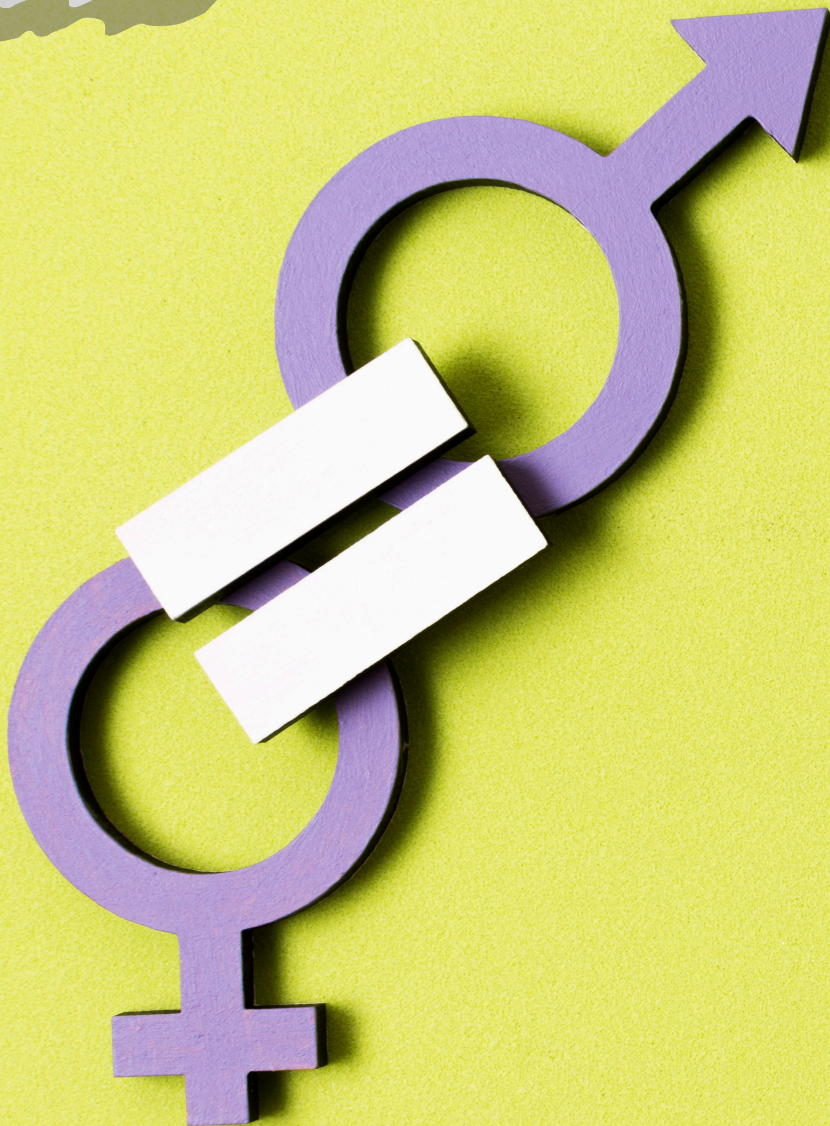




# Gender Equality Plan

of the Association for Environmental  
and Nature Protection "Eco Logic", 2025



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## ∨ Why a Gender Equality Plan?

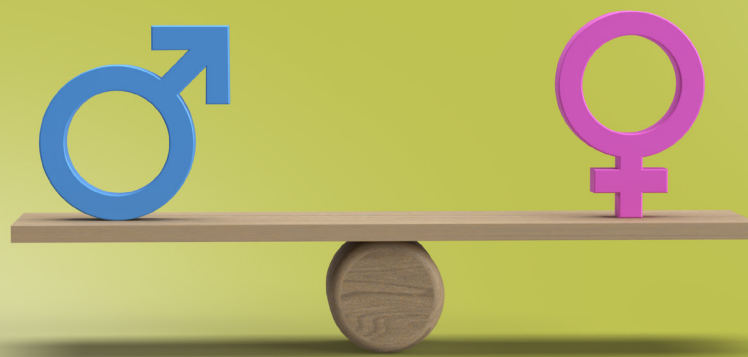
Promoting equal opportunities and gender equality is a fundamental precondition for sustainable development, environmental protection, and social justice. Although women and men increasingly participate equally in the civil society sector in North Macedonia, challenges remain in terms of women's representation in leadership positions, decision-making, and public engagement. With this plan, Eco Logic reaffirms its commitment to creating an inclusive environment where every individual has equal opportunities to contribute to environmental protection and climate action.

This Gender Equality Plan serves as a strategic framework to address these challenges systematically. It aims to identify barriers to equal participation, implement targeted measures to promote gender balance, and foster a culture of respect and inclusion throughout the organization. By integrating gender perspectives into all projects, programs, and policies, Eco Logic ensures that both women and men can fully participate in shaping sustainable solutions. Ultimately, this plan strengthens our organizational capacity, enhances the effectiveness of our initiatives, and contributes to building a more just and equitable society.

# ∨ Introduction

Eco Logic, based in Skopje, is a non-profit organization established with the mission of raising public awareness about environmental challenges and promoting sustainable development. We work with young people, local communities, and institutions at both national and international levels, fostering partnerships that encourage innovative and practical solutions to pressing environmental issues. Through educational programs, community projects, and advocacy initiatives, Eco Logic aims to empower citizens to actively participate in shaping a more sustainable future. Our projects cover a wide range of areas, including environmental education, waste management, biodiversity protection, renewable energy promotion, and climate change mitigation. By implementing hands-on activities, workshops, campaigns, and collaborative research, Eco Logic ensures that local communities are directly involved in creating sustainable solutions and building resilience against environmental challenges.

This Gender Equality Plan (GEP) is part of the broader strategy of Eco Logic to integrate the principles of equality, transparency, and respect for human rights into all aspects of daily work and project implementation. By embedding gender equality into our organizational culture, decision-making processes, and project activities, we aim not only to create an inclusive environment for staff and partners but also to set a positive example for the communities we serve. This plan reflects our commitment to ensuring that opportunities, responsibilities, and benefits within Eco Logic are accessible to all, regardless of gender, and that our work contributes to a more equitable society.



## ∨ Terms and Definitions

- **Gender** – socially determined roles and expectations linked to women and men.
- **Gender Equality** – equal opportunities for participation, decision-making, and advancement regardless of sex or gender identity.
- **Gender Mainstreaming** – integrating the gender perspective into all policies and activities of the organization.
- **Gender-Based Violence** – any form of violence or harassment that arises from sex or gender.
- **Gender-Sensitive Language** – language that promotes equality and visibility of all genders.

## ∨ Objectives

1. Ensure equal opportunities for all members, volunteers, and collaborators.
2. Increase the representation of women in leadership and decision-making processes.
3. Establish zero tolerance for discrimination, harassment, and gender-based violence.
4. Promote a gender perspective in environmental and climate-related projects.
5. Encourage participation of young women and girls in local and international initiatives.

## ∨ General Policy

Eco Logic will be an organization of equal opportunities where all members, regardless of age, gender, sexual orientation, ethnicity, or disability, have equal access to activities and advancement.

The policy ensures transparent recruitment and selection processes, support for work–life balance, and the provision of a safe and inclusive work environment.

## ∨ Scope and Measures

- Integrating gender equality into all projects and activities.
- At least **40% representation of women** in boards, working groups, and public events.
- Organizing **gender equality training** for staff and volunteers.
- Establishing a **confidential contact person** for reporting discrimination or harassment.
- Systematic collection and analysis of sex-disaggregated data.
- Involving women leaders and young girls in national and international initiatives.

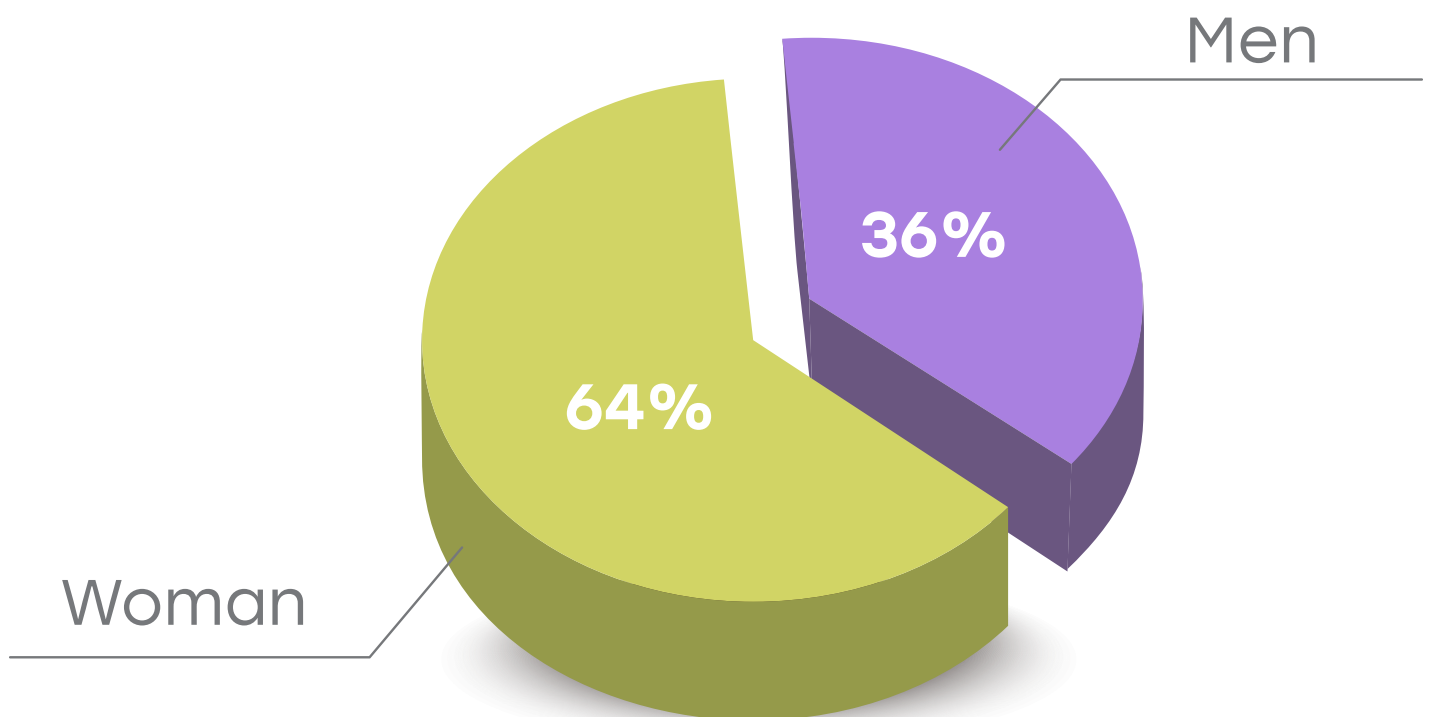
## ∨ Indicators

- Percentage of women in the team and in management functions.
- Number of training sessions organized and participants (by gender).
- Number of activities with an integrated gender perspective.
- Proportion of women as speakers and facilitators in public events.

## ✚ Data

Currently, the Eco Logic team consists of **14 members** – 9 women (64%) and 5 men (36%).

Women are the majority in coordination and program-related roles, while men are more present in leadership and technical positions. This balance provides a solid foundation for further strengthening gender equality. We do not discriminate based on gender, and opportunities are open equally to everyone.



## ✚ Conclusion

With this Gender Equality Plan, Eco Logic formalizes its long-standing commitment to equality and inclusion. The plan will be reviewed every three years to monitor progress and introduce new measures.

We believe that gender equality is a precondition for a sustainable future and successful environmental protection.

# Organizational Structure and Team

## Leadership:

- ♂ Nikola Neshkoski – President
- ♂ Martin Petrushevski – Vice President
- ♀ Jasmina Petrovska – Project Manager Officer

## Administration and Programs:

- ♀ Marina Petrovska – Administrative Officer
- ♀ Stojne Todorovska – Program Coordinator
- ♀ Andrijana Zafirovska – Project Coordinator
- ♂ Veljan Parizov – Project Coordinator
- ♀ Megi Velkova – Graphic Designer
- ♀ Luna Kitanovska – Project Assistant

## External Associates:

- ♀ Marina Tanevska – Marketing & Sales Professional
- ♂ Marko Lencevski – Associate
- ♂ Sashko Jovanov – Social Entrepreneurship & Inclusion Expert
- ♀ Anita Grozdanov – Training Sustainable Development Analyst

**Total team size: 14 members**

**Place and date: Skopje, 2025**

